

Placed on 1st reading &
referred to Public Safety
10/18/21; 2nd reading 11/1/21

Bullock, Kepple, Litten, Neff,
I O'Malley, Rader, Shachner

ORDINANCE NO. 37-2021

AN ORDINANCE to take effect immediately provided it receives the affirmative vote of at least two thirds of the members of Council, or otherwise to take effect and be in force at the earliest period allowed by law, amending Sections within Chapter 144 Civil Service Commission to allow the hiring of one lateral entry police officer for every two officers hired off of the Civil Service Eligibility List.

WHEREAS, Lakewood, as well as other law enforcement agencies, is having difficulty attracting new candidates to serve as a police officer; and

WHEREAS, Lakewood's ordinances and Civil Service Commission rules currently allow Lakewood to hire one lateral entry police officer for each three that are hired off the Civil Service eligibility list; and

WHEREAS, it is difficult to recruit law enforcement officers; and

WHEREAS, as set forth in Section 2.12 of the Third Amended Charter of the City of Lakewood, this Council by a vote of at least two thirds of its members determines that this ordinance is an emergency measure and that it shall take effect immediately, and that it is necessary for the immediate preservation of the public property, health, and safety and to provide for the usual daily operation of municipal departments, in that Lakewood should be making every effort to fill vacant police officer positions to serve our community; now, therefore

BE IT ORDAINED BY THE CITY OF LAKEWOOD, OHIO:

Section 1. That Section 144.14 Original Appointment to the Division of Police, of the Lakewood Codified Ordinances is currently reading as follows:

144.14 ORIGINAL APPOINTMENT TO THE DIVISION OF POLICE.

(a) There shall be two methods for original appointment of police officers to the Division of Police: civil service examination with placement on the certified eligible list and lateral hire. In either case, candidates must conform to certain minimum qualifications of the City of Lakewood Civil Service Rules and Regulations.

(1) Civil service examination process. Applicants are required to complete a written examination as well as a physical agility test. The Civil Service Commission shall certify the names in accordance with its rules and regulations.

Candidates appointed to police officer through these procedures will be hired at Grade III first year and must successfully complete an eighteen- month probationary period or as otherwise provided by the collective bargaining agreement.

(2) Lateral hire process. Applicants will submit an employment application as well as a current certificate of physical agility to the Department of Human Resources.

In addition, candidates must conform to all the minimum requirements of the Civil Service Rules and Regulations and all applicants for lateral hire shall meet the following prerequisites:

- A. An applicant must currently or have previously been employed as a peace officer;
- B. An applicant must be OPOTA certified;
- C. For applicants previously employed, there shall be no more than a one-year break in service from previous employment as a peace officer;
- D. An applicant's current or previous peace officer employment must have been as a result of a civil service examination process.

The Police Chief, in conjunction with the Director of Human Resources and the Public Safety Director, will review resumes and applications to determine which applicants meet the lateral entry criteria. Lateral entry candidates may be required to submit to the following, including but not limited to, a thorough background investigation, polygraph examination, psychological and medical evaluation, oral interview and drug screening.

Positions filled through these procedures are therefore exempt from competitive examination.

Candidates appointed to police officer through these procedures must successfully complete an 18-month probationary period or as otherwise provided by the collective bargaining agreement.

Patrol Officer Grade Classification, for lateral entry police officers will be credited based on prior civil service in the position of police officer. Lateral entry police officers shall receive one year credit for prior service for each two full years of prior service for purposes of seniority. In no event shall a lateral entry police officer receive more than three years credit with the City of Lakewood.

Employees selected through these procedures shall obtain and retain all other rights attributed to the classified service, following successful completion of the probationary period.

(3) If any police officer is hired under the lateral entry process, at least the next three (3) hires must be made from the Civil Service Entry Level Certified Eligible List.

(4) If a layoff list exists, then the appointment will be subject to the City Civil Service Rules and Regulations.

(5) The Civil Service Commission is authorized to promulgate rules and procedures for the administration of the test and selection methodology of both methods of original appointment not inconsistent with this section.

(b) Subsection (a) hereof is specifically intended to supersede State Code for original appointments to patrol officer positions in the Division of Police.

is hereby repealed.

Section 2. That new Section 144.14 Original Appointment to the Division of Police, is hereby enacted to read as follows:

144.14 ORIGINAL APPOINTMENT TO THE DIVISION OF POLICE.

(a) There shall be two methods for original appointment of police officers to the Division of Police: civil service examination with placement on the certified eligible list and lateral hire. In either case, candidates must conform to certain minimum qualifications of the City of Lakewood Civil Service Rules and Regulations.

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Candidates appointed to police officer through these procedures will be hired at Grade III first year and must successfully complete an eighteen- month probationary period or as otherwise provided by the collective bargaining agreement.

(2) Lateral hire process. Applicants will submit an employment application as well as a current certificate of physical agility to the Department of Human Resources.

In addition, candidates must conform to all the minimum requirements of the Civil Service Rules and Regulations and all applicants for lateral hire shall meet the following prerequisites:

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Employees selected through these procedures shall obtain and retain all other rights attributed to the classified service, following successful completion of the probationary period.

(3) If any police officer is hired under the lateral entry process, at least the next ~~three (3)~~ two (2) hires must be made from the Civil Service Entry Level Certified Eligible List.

(4) If a layoff list exists, then the appointment will be subject to the City Civil Service Rules and Regulations.

(5) The Civil Service Commission is authorized to promulgate rules and procedures for the administration of the test and selection methodology of both methods of original appointment not inconsistent with this section.

(b) Subsection (a) hereof is specifically intended to supersede State Code for original appointments to patrol officer positions in the Division of Police.


Section 3. It is hereby found and determined that all formal actions of this Council concerning and relating to the adoption of this Ordinance were passed in an open meeting of this Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including R.C. Section 121.22.

Section 4. This ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, property, health, safety and welfare in the City and for the usual daily operation of the City for the reasons set forth and defined in the preamble to this ordinance, and provided it receives the affirmative vote of at least two thirds of the members

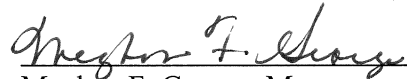
of Council this ordinance shall take effect and be in force immediately upon its adoption by the Council and approval by the Mayor, or otherwise it shall take effect and be in force after the earliest period allowed by law.

Adopted: 11/15/2021


Daniel J. O'Malley, President of Council


Maureen M. Bach, Council Clerk

Approved: 11/17/21


Meghan F. George, Mayor